



# ***United States Air Force Reserve***

*Integrity - Service - Excellence*

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## **Officer Career Progression**



**U.S. AIR FORCE**

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*Fly, Fight and Win...*

- **Feedback, OPRs and PRFs**
- **Force Development/Developmental Education/Joint Officer Management**
- **Selection Brief/Letter to the Board**
- **PV and Mandatory Promotion Eligibility**
- **Maj, Lt Col, Col Board Results**
- **MSD and Selective Continuation**
- **Board Volunteer Opportunities**



- **Performance Feedback**

- **O-1 through O-5**
  - **Initial within 60 days of supervision**
  - **Midterm within 180 days of supervision and thereafter 180 days after OPR**
- **O-6**
  - **Initial only within 60 days of supervision**

**Make sure it happens – give your input**

# Officer Evaluation Form AF Form 707, Lt thru Col

- **Key Changes**
  - One OPR and Feedback form 2Lt – Col
  - Front is your report; back is used for referrals & acronyms
  - Block on front summarizes all performance factors
  - Deleted: Unit Mission Description & Impact on Mission Accomplishment
  - Evaluator comments reduced from 19 to 14 lines
  - Job Description reduced from 6 to 4 lines

OFFICER PERFORMANCE REPORT (Lt thru Col)												
<b>I. RATEE IDENTIFICATION DATA</b> (Read AF1 36-2406 carefully before filling in any item)												
1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE	4. DAFC	5. REASON FOR REPORT								
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT			8. PERIOD OF REPORT	9. NO. DAYS SURV.								
11. JOB DESCRIPTION (Limit text to 4 lines)				10. SRID								
DUTY TITLE												
<table border="1"> <tr> <td>III. PERFORMANCE FACTORS</td> <td>DOES NOT MEET STANDARDS</td> <td>MEETS STANDARDS</td> <td>FITNESS EXEMPTION</td> </tr> <tr> <td>Job knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>					III. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS	FITNESS EXEMPTION	Job knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS	FITNESS EXEMPTION									
Job knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>									
<b>IV. RATER OVERALL ASSESSMENT</b> (Limit text to 5 lines)												
Last performance feedback was accomplished on: _____ (IAW AF1 36-2406) (if not accomplished, state the reason)												
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE		DATE								
SSN		SIGNATURE										
<b>V. ADDITIONAL RATER OVERALL ASSESSMENT</b> (Limit text to 5 lines)												
CONCUR <input type="checkbox"/> NON-CONCUR <input type="checkbox"/>												
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE		DATE								
SSN		SIGNATURE										
<b>VI. REVIEWER</b> (If required, limit text to 4 lines)												
CONCUR <input type="checkbox"/> NON-CONCUR <input type="checkbox"/>												
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE		DATE								
SSN		SIGNATURE										
<b>VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR</b> (Indicate applicable review by marking the appropriate box)												
FUNCTIONAL EXAMINER <input type="checkbox"/> AIR FORCE ADVISOR <input type="checkbox"/>												
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE		DATE								
SSN		SIGNATURE										
<b>VIII. RATEE'S ACKNOWLEDGMENT</b>												
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. Yes <input type="checkbox"/> No <input type="checkbox"/>												
SIGNATURE				DATE								

AF FORM 707, 20070625

PREVIOUS EDITIONS ARE OBSOLETE (707A and 707B)

PRIVACY ACT INFORMATION: The information in this form is for official use only. Protect IAW the Privacy Act of 1974.

**EPR/OPR/PRF Writing Guide under Evaluations on AFPERS web site**  
<https://gum-crm.csd.disa.mil/app/categories/p/16%2C17/c/542>

# ***Purpose of Performance Report: To Document Performance***

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- **Bullets are mandatory - Content is Important**
    - They influence AND support stratification and recommendation
    - Job titles/duty descriptions are very important
    - Level of responsibility
    - Quantitative
  - **Keep track of all duties performed**
    - Deployments
    - Record special projects
    - End of tour report
  - **Focus on military job contribution to the ANG/AFR**
    - Form has extremely limited space
    - Limit or eliminate civilian job/community service comments
  - **You have a huge influence on your OPR – give your input**
-



## *Did Someone Really Write That?*

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- **Bad examples from actual Performance Reports**
  - “Member is assigned to D Flight as assistant Flight Chief”
  - “Excellent Professionalism on and off duty; day to day military standards always met”
  - “Participated in book donation program; collected and shipped over 100 text books to third world countries”
  - “Coaches and mentors children in his community through various sport programs”
  - “Always looking for a challenge to better career”



- **Fitness could make or break your career**
  - **Rated on OPR as “Meets,” “Does Not Meet,” or “Exempt”**
    - **Meets: score of 75 or greater**
    - **Does Not Meet: score less than 75**
      - **Referral report – requires comment**
      - **Commander can request 59 day extension to retest**
      - **Forward requests for extension to AFRC/A1 for approval**
  - **Exempt: Exempt from ALL components of the test**
- **New Policy** - Supervisors can now make comments regarding fitness program achievements on OPRs
  - **Supervisors can include comments on successful achievements for Airmen who play a key role in the unit’s program**
  - **Previous guidance, released in 2007, restricted fitness comments to only physical training leaders or unit fitness program managers**



- **IDE/SDE/Job Recommendations convey potential—strong pushes needed!**
- **Ownership/enthusiasm convey rater conviction**
  - **“My #1 pick for command!” vice “Groom for Command”**

**INSIGHT: Ownership/Enthusiasm enhance and add differentiation! Mixed signals don't work!**



- **Rater Overall Assessment--6 lines**
- **Additional Rater Overall Assessment -- 4 lines**
- **Bullet order:**
  - **Snapshot Line**
  - **#1 bullet + sub-bullet**
    - **#2 bullet is sub-bullet**
  - **#3 bullet to least important (in descending order)**
  - **#4 bullet + sub-bullet**
    - **#5 bullet is sub-bullet**
  - **#6 bullet is Push Line**



## ***Tips: Snapshot and Push Lines***

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- **Word choice, enthusiasm/support, punctuation**
  - **Emphasize personal characteristics**
  - **Strength of adjectives, adverbs, nouns**
  - **Snapshot:** Strat?, Leadership, Strategic Overview
    - **Small number of officers?**
    - **Consult Additional Rater**
  - **Push:** Strat?, Recommend Assignment(s), & PME
    - **Grade-appropriate, realistically achievable**
    - **Level of recommended assignment matters!**
    - **Appropriate level of PME**

# *Tips for Push Lines*

- **Must See Leadership Push**
  - If support / push for command at the next level is missing, could be a discriminator...
- **Strong PME / job pushes convey potential**
  - Reinforce stratification: Stan Eval, Sq CC, Branch Chief, Air Staff vice “major acquisition leadership position”
  - In-residence PME pushes...must be consistent **w/rank**
    - 2 Lt – Capt: “Send to BDE ASAP”
    - Capt (once BDE is complete in residence): “In-residence IDE a must”
    - Major: “IDE now”
- **Enthusiasm / support convey rater’s conviction**
  - “**My** #1 pick for command!” vice “Groom for Command”

**INSIGHT: Ownership / Enthusiasm enhance and add differentiation!**



- **Stratification:** Relative rating of officer w/peers
- **Levels of Stratification**
  - **Top:** My #1 of 12...Top 1%...Best ever known
  - **Second level:** Top 5%-10% of peers! My top...
  - **Third level:** One of my best...
  - **Lowest level:** One of my sharpest! One of my hardest working...
- **MOST POWERFUL TOOL**—particularly among records close to cut line

INSIGHT: Use full spectrum; sends strong message to promotion boards

- **Electronic Signature means:**
  - Report locked; changes cannot be made by ARPC
  - ARPC must return and every person must re-sign
  - Personnel Units, ARPC cannot do “small corrections”
- **Remember Component ID**
  - Include in “org, cmd, location, component” block
  - Should be Non-EAD or AGR or Lead, not ANG or ResAF
- **Evaluation not complete until member acknowledges receipt**
  - Cannot go to file or to promotion board
  - Other options: Rater chooses “Member unable to sign,” “Member declined to sign”



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# Reservist Must Submit All Evaluations Through vPC-GR

- Effective immediately, all unit reservist evaluations must be submitted through the vPC-GR **“evaluation application”**

The screenshot shows the Air Reserve Personnel Center (ARPC) website. The header includes the U.S. Air Force logo and the text "U.S. AIR FORCE". Below the header is a navigation bar with links: HOME, NEWS, CAREERS, LIBRARY, MULTIMEDIA, and QUESTIONS. The main content area features a large headline: "Notice of Change in Submitting Evaluations, 2012 Guard and Reserve Personnel Fact Sheets, TFSC-Denver 2012 UTA Support Schedule". This headline is circled in red. Below the headline, it says "Posted 12/27/2011 Updated 12/27/2011" and "Email story Print story". There is a "SHARE" button with social media icons. Below that, it says "12/27/2011 - ARPC NOTAM 105 - Commanders --". The main body of the notice reads: "NOTICE OF CHANGE IN SUBMITTING EVALUATIONS (ANG, AFRC): Effective immediately, all evaluations must be submitted through the virtual Personnel Center-Guard Reserve (vPC-GR) evaluations application as required by the applicable PSD Handbook and MPFMs. This is a necessary step to ensure the timely tracking and efficient processing of all evaluations. Evaluations received outside of the vPC-GR evaluations application will be returned without action. This includes evaluations attached to 'New Support Requests' inside vPC-GR. Personnel with the MPF/CSS roles assigned have the ability to create a case within the Evaluations application in vPC-GR. If you need assistance, please contact the Total Force Service Center at 800-525-0102." On the right side of the page, there is a section titled "Inside ARPC" with a search bar and links for "General", "Images", and "Video".

- IMAs assigned to AD units may submit their evaluations through the Case Management System (CMS)

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# ***Some Reasons Evaluations Are Sent Back***

- **Unit reservists evaluations not submitted within the vPC-GR application with a EVR assigned, will be returned w/o action**
- **All signature elements need to be completed (Rater, Additional Rater, Reviewer and Member)**
- **Term “Senior” used in evaluations for Lt-LtCol**
  - **Only Colonels and GOs are Senior Officers**
- **Not meeting grade requirement for signature**
- **Period of report does not match OPR shell or MilPDS**
- **Only allowing one GO to sign report**
  - **Check for limited exceptions**

***Use spell-check and have the evaluation reviewed by  
CSS/FSS before submitting***



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# ***Watch for prohibited promotion statements***

## ***Examples of Prohibited Statements***

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- Ready for senior squadron leadership position
- Capt Jones is filling a Major's billet
- Capable of higher rank/grade
- Outstanding senior officer...ready for Flag Command
- Capt Smith is performing duties above her pay grade
- Lt Col Jones is our senior LGS officer
- #1/24 of my Lt Cols...ready to meet next Col selection board
- Maj Smith ranked in top 5% of 38F DT board
- Promote now (not veiled but used!)

***Don't Use Promotion Statements, Veiled or Not!***



## OPR Requirements

Category	Minimum Requirements		
	Annual	CRO	HAF/CC directed
Unit Reserve	16 points 180 days supervision	16 points 180 days supervision	None
ANG	120 days supervision	120 days supervision	None
AGR	180 days supervision	180 days supervision	None
IMA	12 points	12 points	None

- Know when report/feedback are due
- Last OPR needs to be in the record prior to the promotion board!



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# *Promotion Recommendation Form*

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- Promotion potential (covers entire career)
  - Effective 31 Dec 08, senior raters may comment on Advanced Academic Degrees (AAD)
  - The purpose is to encourage advanced education
- Required for promotion boards (**O-5/O-6/Position Vacancy**)
- Reservists copy sent by senior rater 30 days prior to board

***Remember, PRF is a recommendation***

***The board makes its own decision based on the contents of the whole record***



# *Promotion Recommendation Form*

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- Completed by **Senior Rater**:
  - **I/APZ Recommendations**
    - (DP): Definitely Promote
    - (P): Promote
    - (DNP): Do Not Promote
  - **I/APZ Ranking (EX. 2/5/10)**
    - 2 = Ranked #2 of all DPs awarded
    - 5 = Total number of DPs awarded
    - 10 = Total officers under Senior Rater in each category meeting this Board
  - **Position Vacancy PRFs (EX. 2/10)**
    - O-4 & O-5 Boards Only
    - 2 = Ranked #2 of nominees
    - 10 = Total Nominees

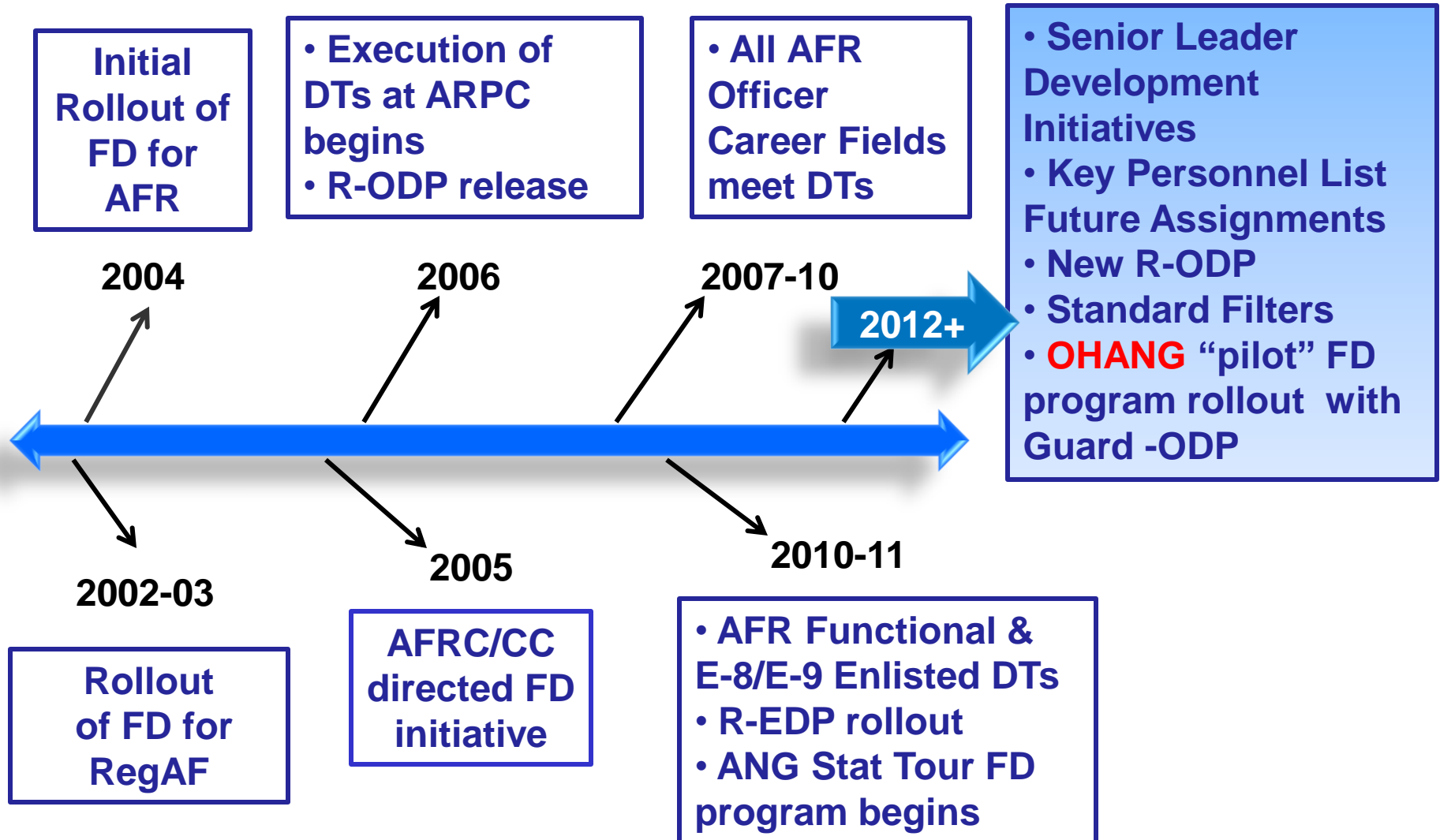


- **Force Development**
- **Reserve Officer Development Plan (R-ODP)**
- **Developmental Education**
- **Joint Officer Management**
- **The Way Ahead**



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# FD Historical Timeline



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# What is Force Development?

**Deliberate** management  
of **experiences**  
combined with  
**education and training**  
opportunities  
that **develop**  
Air Force leaders

**USE the  
R-DP  
to communicate your  
career goals!**

## **Assignments**

- TRAD, IMA, AGR, ART, CAT E
  - Depth/Breadth
  - Career Broadening

## **Leadership Development**

- Developmental Education
  - Tactical-Operational-Strategic
- Technical Growth
  - Mastery of Career Field
  - Career Specific Certifications

## **Command/Key/Joint opportunities**

- Both Officer/Enlisted



# ***R-DP Is Critical To FD***

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- **Member's career aspirations**
  - Assignments
  - Command opportunities
  - Developmental Education
  - Joint experience
- **Important** for Developmental Teams and School Boards
  - Member's tool to communicate personal career goals
  - Chain of Command message to teams/boards
  - Used for potential assignment/hiring decisions
  - Key for your "personalized vector"

***Take an active role in your development – submit your R-DP now!***



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# R-ODP - Page 1

## Reserve Officer Development Plan (R-ODP)

1. Verify the member information.
2. Indicate the DT AFSC. (This must be done each time you edit your DT).
3. Indicate how you wish to manage your career. (This must be done each time you edit your DT).
4. Fill out the R-ODP with additional information as desired.
5. Select the coordination level, and press the Submit button.

[DT Calendar](#)

[Instructions](#)

### Member Information

First Name*	BARNEY	Refresh Member Info
Middle Initial		Rank MG
Last Name*	RUBBLE 30	
Air Force Specialty Code (AFSC) to be considered for Development Team. *		
PAFSC	21S071	DAFSC 3S071 AFSC2 3M031 AFSC3 A46AAA

### Reserve Career Path Information

Willingness to serve as: \* ☒ IMA ☐ TR ☒ ART ☐ AGR  
(Pick all that apply)

I desire to be Deliberately managed: \* Yes ☐ No ☐

Digital Signature: Signature Date:

## Reserve Officer Development Plan (R-ODP)

1. Enter the information in the fields provided.
2. Select the next coordination level.
3. Press the Submit button.

[DT Calendar](#)

[Instructions](#)

### Member Information

First Name*	BARNEY	Refresh Member Info
Middle Initial		Rank MG
Last Name*	RUBBLE 30	
Air Force Specialty Code (AFSC) to be considered for Development Team. *		
PAFSC	3S071	DAFSC 3S071 AFSC2 3M031 AFSC3 A46AAA

Civilian Work Email		Work Phone	
Home Email*		Home Phone	
Military Email*		Cell Phone	
		DSN*	
Address Line 1*		City*	
Address Line 2		State*	

### Assignment Desire

Willingness to serve as: \* ☒ IMA ☐ TR ☒ ART ☐ AGR ☐ PIRR  
(Pick all that apply)

Willingness to change unit/location of assignment? \* ☐ Yes ☐ No

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# R-ODP Page 2

## Reserve Officer Development Plan (R-ODP)

1. Verify the member information.
2. Indicate the DT AFSC. (This must be done each time you edit your DT).
3. Indicate how you wish to manage your career. (This must be done each time you edit your DT).
4. Fill out the R-ODP with additional information as desired.
5. Select the coordination level, and press the Submit button.

[DT Calendar](#)

[Instructions](#)

### Member Information

First Name*	BARNEY	Refresh Member Info
Middle Initial		Rank MG
Last Name*	RUBBLE 30	
Air Force Specialty Code (AFSC) to be considered for Development Team. *		
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### Reserve Career Path Information

Willingness to serve as: \* ☒ IMA ☐ TR ☒ ART ☐ AGR  
(Pick all that apply)

I desire to be Deliberately managed: \* Yes ☐ No ☐

Digital Signature: Signature Date:

### Assignment Desire

Willingness to serve as: \* ☒ IMA ☐ TR ☒ ART ☐ AGR ☐ PIRR  
(Pick all that apply)

Willingness to change unit/location of assignment? \* ☒ Yes ☐ No  
☒ CONUS ☐ OCONUS Select your location preference, then update any of the three location fields.

Region\* State Base

Location 1

Location 2

Location 3

I am willing to travel: \* ☐ Yes ☐ No

### Command/Key Position Desire

I am interested in a Squadron Command in the coming year. \* ☐ Yes ☐ No

I am interested in a Group Command in the coming year. \* ☐ Yes ☐ No

I am interested in being considered for a [Key Position](#) in the coming year. \* ☐ Yes ☐ No

I am interested in another opportunity.

Comments:

### Developmental Education

Would you consider attending developmental education in the coming year? \* ☐ Yes ☐ No

Comments: we

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## R-ODP Page 3

### Additional Information

Civilian or Volunteer Work experience (Type of experience, not where you worked):

test1

Spell Check

Additional Qualifications, Skills and Abilities, Professional Affiliations, Certifications, etc:

test2

Spell Check

### Goals

Near Term (6 Months to 1 Year): \*

test3ss

Spell Check

Mid Term (1 Year to 3 Years):

test4ss

Spell Check

LongTerm (3 Years to 5 Years):

test5ss

Spell Check

Comments:

test5ss

Spell Check

### Additional Information

Civilian or Volunteer Work experience (Type of experience, not where you worked):

test1

Spell Check

Additional Qualifications, Skills and Abilities, Professional Affiliations, Certifications, etc:

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Spell Check

### Goals

Near Term (6 Months to 1 Year): \*

test3ss

Spell Check

Mid Term (1 Year to 3 Years):

test4ss

Spell Check

LongTerm (3 Years to 5 Years):

test5ss

Spell Check

Comments:

test5ss

Spell Check

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# ***What is a Developmental Team?***

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## **ARPC FD Team**

- Technical support
- Admin support
- Facilitates all DT phases
- Facilitate scoring/vectoring

## **DT Chair**

- Can be CFM/FM, Other designee
- Leads DT
- Final arbitrator
- Validates vectors to members
- Maintains KPL/DE/CC/CCC lists

## **DT Action Officers**

- Operates vectoring dBase
- Provides process support
- Assists FD Team as needed

## **DT Team Members**

- GOs, Cols and Lt Cols (Off)
- CCCs, CMSgts and SMSgts (Enl)
- Score/Vector/Mentor

***Developmental Teams are conducted by utilizing a standard, systematic, and accountable process***



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## Development Team Mechanics

### INPUTS

eSURF

OPRs

**R-DP**



### PROCESS

What has he/she **done**?

What does he/she **want**?

What does his/her **boss say**?

Does **performance** support?



### eSURF Focus

- DE (PME)
- Duty History
- Education (AAD)
- Points
- Decorations
- Deployment Data

### OUTPUT = “Score” and “Vector”

- Feedback / Recommendations
- Career Opportunities
- Key/Command/Joint
- Key Personnel List (High Potentials)



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# Whole Person Concept

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## Factors

***Performance***  
***Professional Qualities***  
***Leadership***  
***Job Responsibility***  
***Depth & Breadth of Experience***  
***Specific Achievements***  
***Developmental Education***  
***Academic Education***

## Examples

***OPRs/OERs/TRs/EPRs***  
***Expertise within specialty***  
***Command/Staff***  
***Scope/Exposure***  
***Where/What/When***  
***Awards/Decorations/PRs***  
***Level/Utilization***  
***Masters/Prof Degree***

**POTENTIAL**  
**EXPERIENCE**  
**RETURN ON INVESTMENT**



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## Scoring Scale

• Absolutely Superior	10	Outstanding
• Outstanding Record	9.5	
• Few Could Be Better	9.0	
• Strong Record	8.5	Above Average
• Slightly Higher Than Average	8.0	
• Average	7.5	Average
• Slightly Below Average	7.0	
• Well Below Average	6.5	Below Average
• Lowest in Potential	6.0	

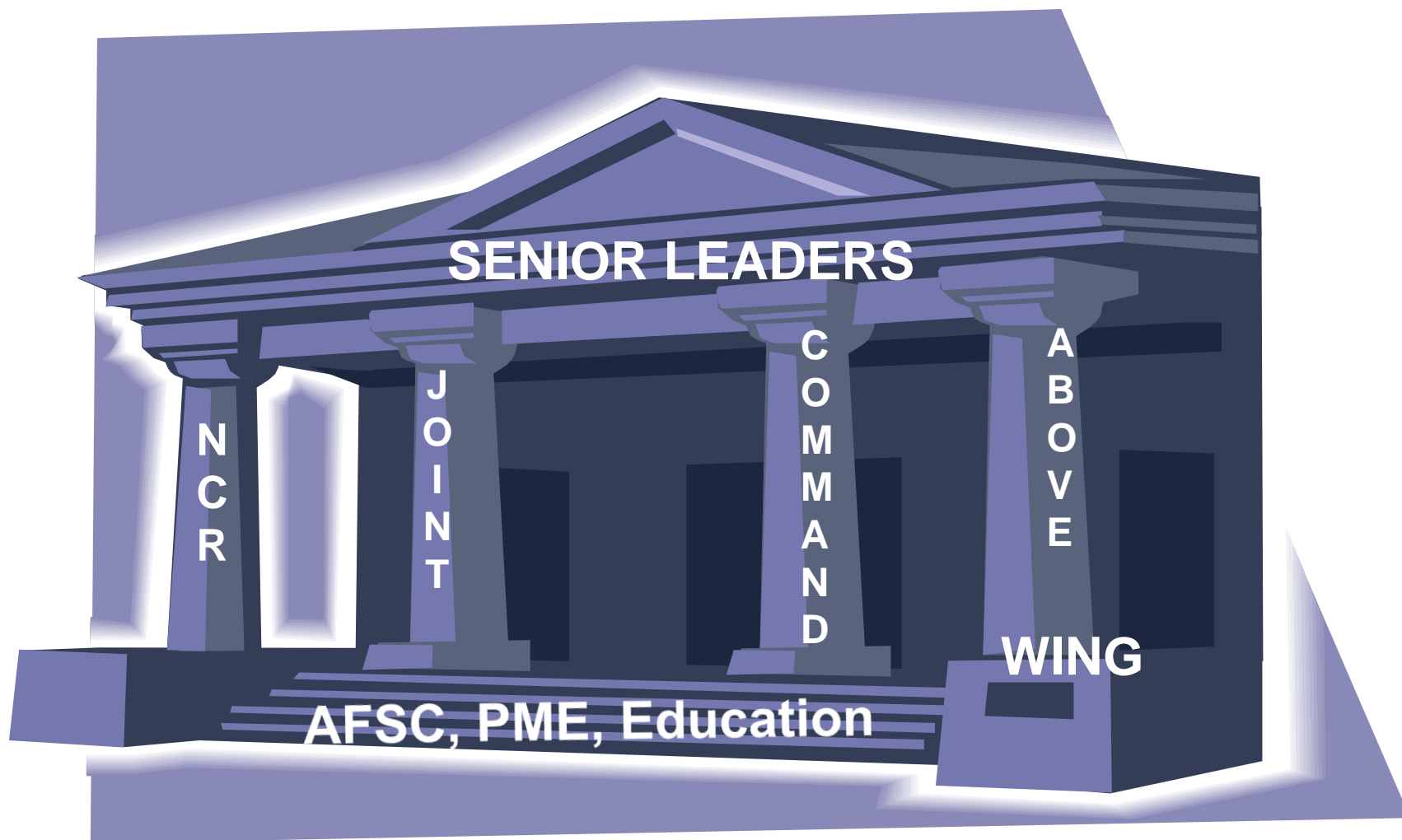


- **Assignment recommendations**
  - Type of Reserve Program
  - Type of Job
  - Portability
  
- **Education/Training recommendations**
  - Military PME
  - Career Field Education
  - Joint
  
- **Points of Contact /Other**
  - Assignment Facilitators
  - Mobilization Assistant
  - CFM/FM/Other



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# *Path to Senior Leadership*



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# ***AFR Assignment Facilitators***

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- **Send “Messages to the Field”**
  - **New job announcements**
  - **Prompt officers to update or complete their R-ODP**
  - **Send newsletter to inform field of latest career field developments**
  
- **Mentor fellow officers**
  - **Future Assignments**
  - **Developmental Education opportunities**
  - **Joint opportunities**
  - **AFSC training requirements**
  
- **Act as the conduit for reservists desiring information**

- Force Development
- Reserve Officer Development Plan (R-ODP)
- **Developmental Education**
- Joint Officer Management
- Way Ahead



# ***Developmental Education (DE)***

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- **Critical to the Force Development process**
  - Also known as Professional Military Education (PME)
  - DE goes beyond Air University courses
- **Focuses on critical thinking and problem solving**
  - Tactical, Operational and Strategic level education
- **Guiding Principles**
  - Hone and enhance AF cultural awareness
  - Reinforce core values through exemplification
  - Integrate competency and expertise into Air/Space Ops
  - Hone joint and coalition understanding
  - Expand expertise through mentoring



- **Correspondence**
  - Self-study typically through Air University
  - Distance Learning (Online)
  
- **Blended/Seminar/Limited In-residence**
  - Local base seminar process
  - **Competitive** selection process for PDE/IDE/SDE
    - ARPC conducts AFR boards
    - ANGRC conducts ANG boards
  
- **In-residence**
  - **Competitive** selection process for IDE/SDE
    - ARPC conducts AFR boards
    - ANGRC conducts ANG boards

# ***Basic Developmental Education (BDE)***

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- **Was ASBC...Air Space Basic Course**
- **Air University is transforming curriculum**
- **Not a course offered at this time**

# *Primary Development Education (PDE)*

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- **Non-Residence (PDE)**
  - Captain-select and above
  - **Squadron Officer School (Self-study Only)**
    - 5 Volumes
    - 18 Months to Complete
- **In-Residence**
  - **\*\* 8 week In-residence course \*\***
  - Competitive selection process at ARPC for AFR members (SOS)

- **IDE**
  - **Major and Major-select**
  - **3 Options for Completion**
    - **Air Command and Staff College (Unit Seminar or Self-study)**
      - **7 Volumes**
      - **18 Months to Complete**
    - **Online Master's Degree through Air University**
      - **33 Semester Hours (11 Eight-week Courses)**
      - **24 Months to Complete**
    - **In-residence and Seminar blended:**
      - **Competitive** selection process
  - **Qualifies for Joint PME Level I**

# *Senior Developmental Education (SDE)*

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- **Non-Residence SDE**
  - **Lt Col-select and above**
    - **Air War College (Seminar or Self-study)**
      - **6 Courses - 36 Months to complete**
  - Does **not** Qualify for Joint PME
- **In-residence SDE**
  - **Competitive** selection process
  - Qualifies for Joint PME Level II

- **Purpose:**
  - **Selection of Qualified Air Force Reserve Officer and Enlisted members for In-Residence, Seminar, or Short courses for Developmental Education, Joint, Officer and Enlisted Professional Development opportunities**
  
- **Authority:**
  - **AFI 36-2301 Developmental Education**
  - **AFI 36-2254v2 Reserve Personnel Training**
  - **AFRCI 36-2604 Reserve School Selection Board**
  - **AFRC/CC “Charge to the Board” for RSSB/RDEDB**
  - **AFRC/CCC “Charge to the Board” for EDEB**

# ***Reserve Developmental Education Designation Board (RDEDB)***

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- **Conducted annually**
- **In-resident courses**
  - **Operational and Strategic level**
- **Limited Quotas**
- **Highly Competitive**
- **Return on Investment**
- **R-DP and CC endorsement important**

## **SDE Courses:**

- **Air War College: 9**
- **Army War College: 4**
- **Industrial College of the Armed Forces: 3**
- **Inter-American Defense College: 1**
- **National War College: 1**
- **Naval War College: 2**
- **Harvard National Security Fellowship: 1**
- **SECDEF Corporate Fellowship: 1 :**
- **Joint Advanced Warfighters School (JAWS): 1**

**TOTAL: 23**

## **IDE Courses (2011 Quotas)**

- **Legislative Fellowship: 2**
- **Air Command and Staff College: 15**
- **National Intelligence University (formerly NDIC): 2**
- **Army Command & Staff College: 3**
- **Marine Command and Staff College: 3**

**TOTAL: 25**

## **Other:**

- **School for Advanced Air and Space Studies (SAASS): 1**

# ***Reserve School Selection Board (RSSB)***

---

- **Conducted twice a year**
- **Short resident, seminar, or blended**
  - **Tactical, Operational, Strategic level**
- **New courses added each year**
- **R-DP and CC/Sr Rater endorsements important**

## **Professional Development**

- Junior Officer Leadership Course (JOLD): 105
- Reserve Officer Development Course (RODE): 70
- International Jr Officer Leadership Course (I-JOLD): 50
- Reserve Comp Joint Officer Prof Dev (RCJOPD) : 68
- Leadership Challenge Course (LCP I & II): 30 each (when offered)
- Leadership Today and Tomorrow (LTT): 105

## **Developmental Education**

- Squadron Officer School (In-residence **8 wks**): 45
- Air Command and Staff College (Seminar): 20
- Air War College (Seminar): 14

## **Joint:**

- **Advanced Joint Professional Mil Ed (AJPME): 25**
- **NATO Senior Officer Policy Course (SOPC): 2**
- **NATO Senior Reserve Officer Course (SROC): 2**
- **NATO Reserve Forces Integration Course (RFIC): 2**
- **Canadian Forces Staff College (CFSC): 2**
- **Marine Corps Command and Staff College (MCCSC): 2**
- **Naval National Security Decision Making (NSDM): 7**
- **Reserve Component Nat'l Security Course (RCNSC): 35**

## **EDEB:**

- **Conducted annually**
- **Short and/or Limited In-Resident courses (4-42 days)**
  - **Enlisted Professional Development (EPD)**
  - **Joint**
- **Audience:**
  - **Exceptionally Well Qualified AFR members who have expressed their desire for Leadership and Return on Investment for the AFR**

## **EPD/Joint:**

- **Leadership Development & Gettysburg: 3 ea**
- **Keystone: 2**
- **Reserve Component Nat'l Security Course (RCNSC): 9**
- **NATO SNCO (Orientation/Int/Adv): 3 each**
- **International SNCO Dev Course: 4**
- **Senior Enlisted Academy (Navy): 2**
- **Marine Corps Command NCO Acad Adv Course: 2**
- **Chief Petty Officer Academy: 2**
- **US Army Sergeant Major: 1**

# ***AFR Expectation Management***

---

- **Vector appropriately for DE opportunities**
  - DE vectors and KPL lists are important
  - R-DP comments
- **Know the courses needed for career progression**
- **Market DE application process to your career field**
- **Return on Investment**
  - Retainability
  - Portability
  - Member's preferences and desires using the R-DP
- **Joint opportunities / experience**

- Force Development
- Reserve Officer Development Plan (R-ODP)
- Developmental Education
- **Joint Officer Management**
- Way Ahead

# ***Joint Officer Management Purpose and Authority***

---

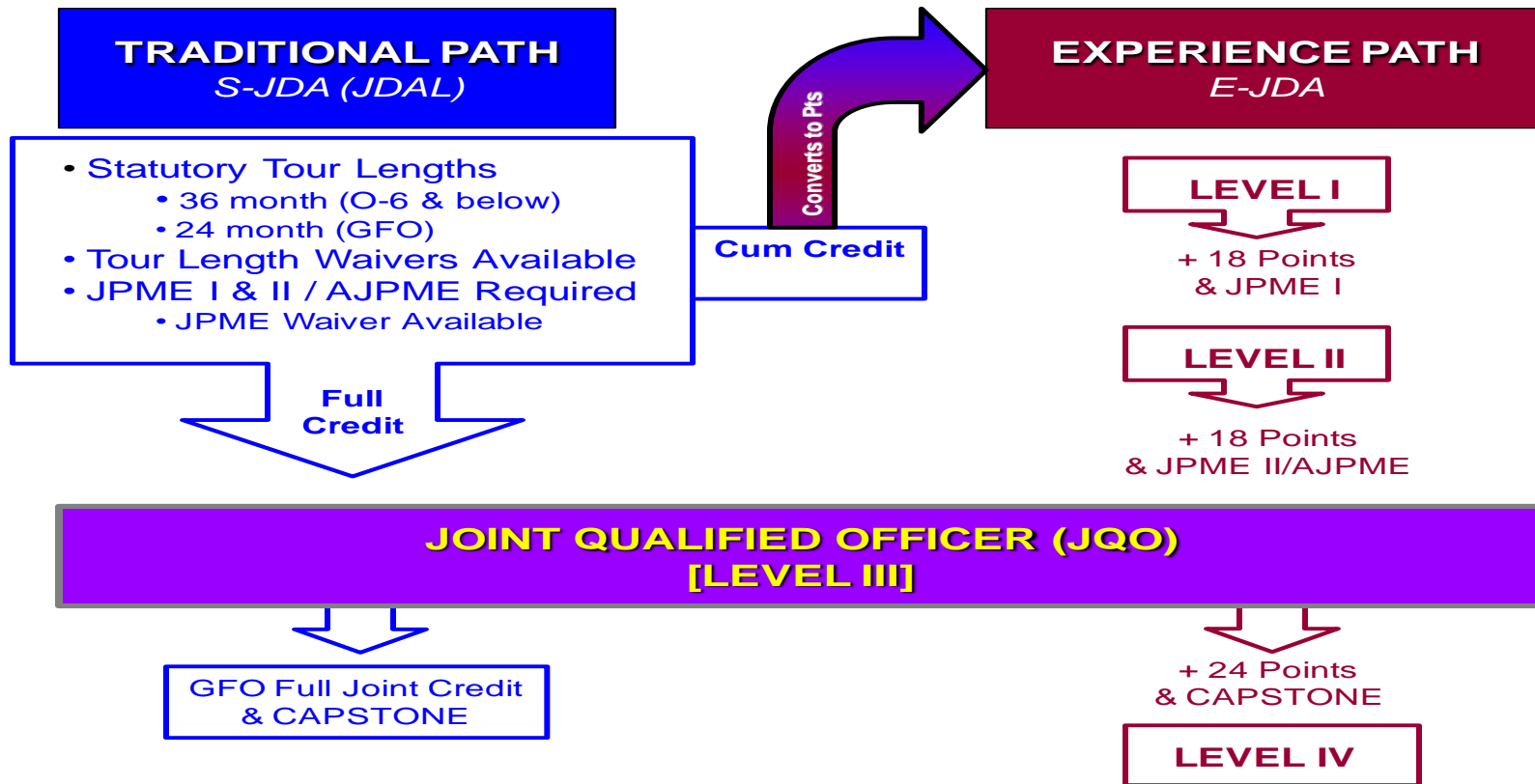
- **Purpose:**
  - Educate and train a significant number of Air Force Reserve and Air National Guard officers experienced enough in joint matters to enhance the joint war fighting capability of the United States.
- **Authority:**
  - DoDI 1300.09 Joint Officer Management Program
  - CJCSI 1330.05 Joint Officer Management Program Procedures

***Reserve Component Officers have until 30 Sep 2013 to submit for  
Joint Experience as of 11 Sep 01  
Must meet definition of Joint Matters!***



U.S. AIR FORCE

# Two Paths to obtain Joint Credit



## Point Accrual Formula

**JOINT QUALIFICATION LEVEL** = JOINT EDUCATION + **EXPERIENCE** Pts + **OTHER** Pts

Joint **EXPERIENCE** Points = Duration (Months) x Environment\*

\*Combat: 3, Non-Combat: 2, Steady-state: 1

**OTHER** Points = Education + Training + Exercise

*Fly, Fight and Win...*



# What is Joint Matters?

“(1) **matters related to the achievement of unified action** by **integrated** military forces in operations conducted across domains such as land, sea, or air, in space, or in the information environment, including matters relating to –

- (A) national military strategy;
- (B) strategic planning and contingency planning;
- (C) command and control of operations under unified command;
- (D) national security planning with other departments and agencies of the United States; and
- (E) combined operations with military forces of allied nations.

(2) In the context of joint matters, the term “multiple military forces” refers to forces that involve participants from the armed forces (or) one or more of the following:

- (A) Other departments and agencies of the United States.
- (B) The military forces or agencies of other countries.
- (C) Non-governmental persons or entities.

# ***JQS How to Self-Nominate (E-JDA)***

**Visit the following Website**

**<https://www.dmdc.osd.mil/appl/jmis/JQSindex.jsp>**

**ARPC or NGB Joint Officer Management Service Managers will contact you upon your submission**

- **Requesting supporting documentation**
- **Completion of Joint Experience Summary**

**Air Force Reserve Service Managers  
Headquarters, Air Reserve Personnel Center  
Maj Susan Murphy  
SMSgt Barbara Jackson  
1-800-525-0102**





## *E-JDA Validation Process*

---

- Officer self nominates experiences via website
- Service Managers reviews/submits validated experiences
  - Rework - Denied
  - Review Criteria: *Preponderance* of officer's duties by definition of *Joint Matters*
- Document Joint Experience:
  - OPRs, LOEs, AF 475 Training Reports, Decorations, Paid Travel Vouchers
- Joint Staff (J1/JMD): Army-Navy-Air Force-Marines
  - 0-7 Review Panel for 0-6s
  - 0-6 Review Panel for 0-5s and below
- Votes compiled, CJCS Approves results
  - Approved E-JDA in JMIS= Joint credit!
  - Disapproved: may submit one more time

## *Joint Experience Matters!*

---

- Joint Experience makes **YOU** ↔ **ResAF** more competitive
- Be proactive and pursue joint experience
- BLUF: If you think you have experience in “joint matters” get on the website and submit your Joint Experience, if you are not on the Traditional Path

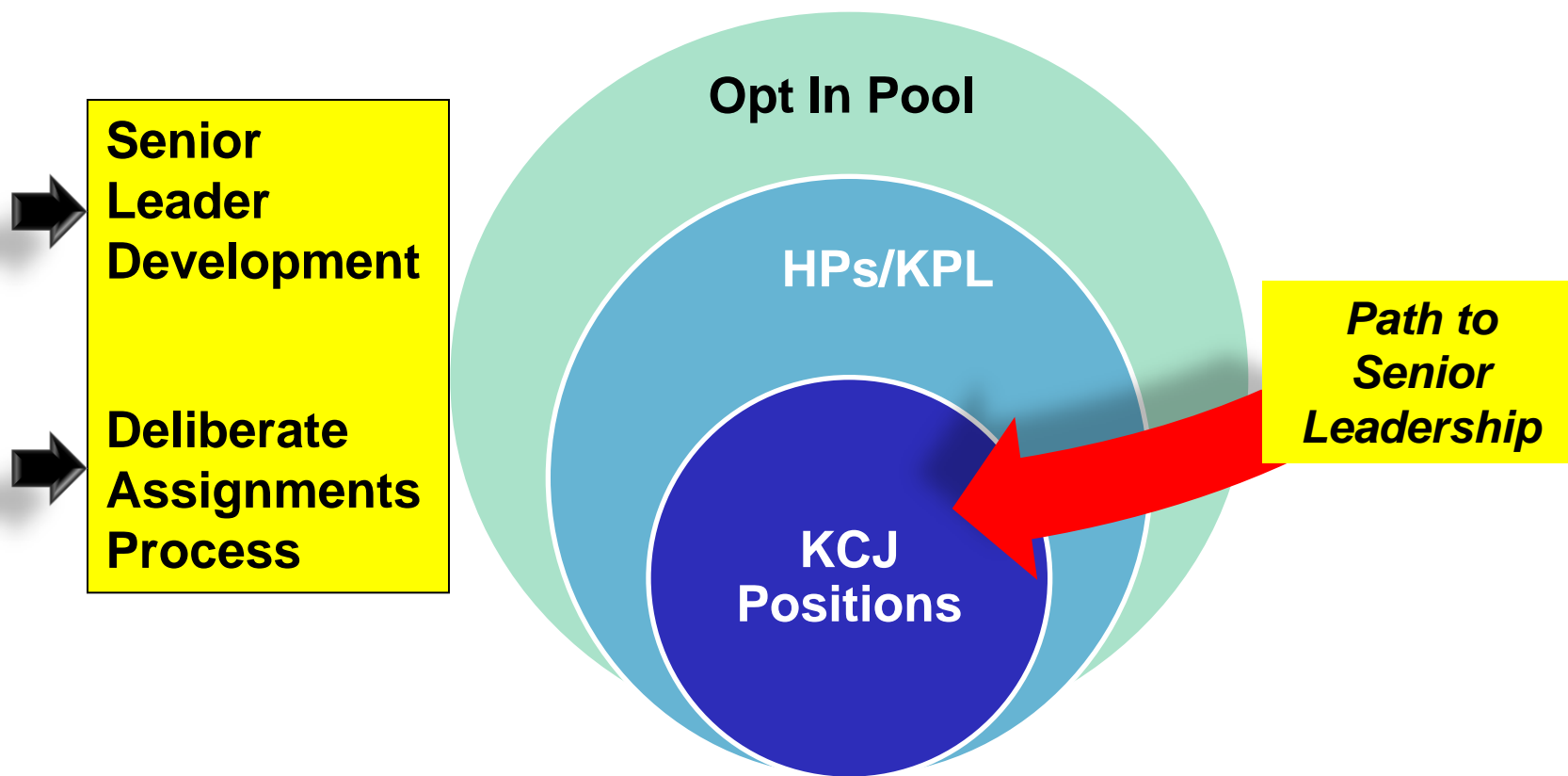
- Force Development
- Reserve Officer Development Plan (R-ODP)
- Developmental Education
- Joint Officer Management
- **Way Ahead**



- **AFR Enlisted Developmental Teams**
  - E8 and E9s meet annual
  - Functionals every two years
  - Enlisted Developmental Education Board (EDEB)
  
- **Air National Guard Force Development**
  - Stat Tours FD program
  - Ohio Air National Guard rollout – Spring 2012
  - ANG-ODP for OHANG pilot program
  
- **Technology**
  - R-ODP vs. R-EDP vs. ANG-DP vs. MyDP...or R-DP
  - Board Facilitation Tool vs eBOSS initiative
  - Career Path Tool (CPT) - Other



- **Key: Functional community Leadership positions**
- **Command: Wing, Group, Squadron**
- **Joint: Positions on the JDAL**



- The Lexicon...
- Strategic Senior Leader Development (SSLD)
- Two SSLD Options
  - **Deliberate Management:** member agrees to allow the command/component to map their career based on the needs of the USAFR with vectors provided by the DT and mentor/senior leader's/commander's support
  - **Voluntary Assignments:** member manages their career with vectors provided by the DT and mentor/senior leader's/commander's support

*Create a systematic process to develop competitive strategic senior leaders within the Air Force Reserve*



## *Options – “Take Aways”*

- **Deliberate Management: Strategic Senior Leader Track**
  - Reassignment every 3-4 yrs
  - Can be Part-Time (IMA/TR) or Full-Time (AGR/ART)
  - No guarantee, but a defined path to Strategic Senior Leadership
  - Command Assignments
  - Joint Assignments
  - Greater FTS Opportunities
- **Voluntary Assignments (Status Quo):**
  - Traditional Citizen Airmen Path
  - Our voluntary assignments procedure w/process improvements
  - Move when/where you want or choose to stay in place
  - Limited Cmd Opportunities
  - Limited Joint Opportunities
  - Fewer FTS Opportunities

**Annual “Refresh” on Decision!**  
**You can change your mind...up to a point.**



- **Officer Selection Record**
- **Deployment Data Requirements**
- **Educational Data on OSB**
- **Letter to the Board**



U.S. AIR FORCE

# Officer Selection Record (OSR)

HEADQUARTERS  
UNITED STATES AIR  
FORCE  
SELECTION FOLDER

DOE, JOHN  
000748392  
00001

Doe, John



*Fly, Fight and Win...*



U.S. AIR FORCE

## *Left Side of OSR*

### LEFT SIDE

PROMOTION  
RECOMMENDATION  
FORM (PRF)

PERFORMANCE/  
EFFECTIVENESS/  
TRAINING REPORTS

AF FORM 77

Doe, John



*Fly, Fight and Win...*



U.S. AIR FORCE

# *Right Side of OSR*

## RIGHT SIDE

COURT- MARTIAL/  
ARTICLE 15/  
LETTER OF  
REPRIMAND

BOARD  
CERTIFICATION  
(HP only)

CITATIONS FOR  
DECORATIONS

Doe, John



*Fly, Fight and Win...*



U.S. AIR FORCE

# Loose Documents

OFFICER SELECTION BRIEF

LETTER TO THE BOARD

DISCREPANCY REPORT



Doe, John



*Fly, Fight and Win...*



- **Deployment Data Requirements**
  - **SecAF decided deployment data should be taken off the officer selection brief**
  - **Rater should include all deployment information in OPR**
- **Foreign Language Data**
  - **New to OSB June 2011**
    - **Language, Reading/Listening Proficiency Level and Year**
    - **Jan 2012 – Speaking was added**



U.S. AIR FORCE

## ***Educational Data on OSB***

### **Developmental Education - school and method now unmasked on Officer Selection Brief (OSB) – a/o Jun 11**

Consideration To:	DE Visible	Method	Yr of Completion
CAPT	BDE	Res	Y
MAJ	BDE/PDE	Res/Non-Res	Y
LT Col	BDE, PDE, IDE	Res/Non-Res	Y
Col	BDE, PDE, IDE, SDE	Res/Non-Res	Y

**Academic Education is also visible!**

Check Your Data EARLY on vMPF for OPB or

Call Total Force Service Center – Buckley AFB at: 1-800-525-0102

***Fly, Fight and Win...***



# *Letter to the Board*

---

## ● Requirements

- Name and SSN
- Signed (unless on-line) and received by midnight (mountain time) before board starts

## ● Recommended

- Brief and factual
- Explain errors, service gaps, bad year
- AF community service
- Military and civilian job relationship

## ● Do Not Include

- Endorsements, Record Attachments, Third Party Letters

## ● Not Recommended

- Challenging supervisors or chain of command
- Whining, accusing or blaming
- Including things that are masked



# *Electronic Letter to the Board*

---

- **ARPC Board Letter Online (vPC-GR via AFPERS)**
  - <https://gum-crm.csd.disa.mil/app/processes/form/fn/hblp>
  - **Create an account and log-in**
    - E-signature authorized
    - Now has spell check
    - Confirmed receipt sent back to you
    - Send from anywhere and have it received on time
    - Create it online, not from Microsoft Word
    - Technician will review and provide feedback if needed



U.S. AIR FORCE

# *Ways to get Promoted*

---

- **Position Vacancy**
- **Mandatory Promotion**



U.S. AIR FORCE

# ***Position Vacancy Requirements***

---

- **Nominated by your senior rater on PRF**
- **Position Vacancy Nomination Checklist**
  - Ensure all actions on checklist have been verified
  - <http://www.arpc.afrc.af.mil/library/factsheets/factsheet.asp?id=9210>



# ***Position Vacancy Requirements***

---

- **Assigned to a Reserve Position**
  - Authorized, funded higher grade incumbent position when nominated
    - Not reassigned prior to:
      - Date of Completion of TIG or
      - Date Approval Authority signs Select List or
      - Public Release, whichever is later
- **Satisfactory last full R/R year – 50 points**
- **Complete TIG by 30 Sep of board year**



- **Nominee**
  - **Keep records up to date**
  - **Contact MPS or HQ ARPC for Officer Pre-selection Brief**
  - **Letters to the Board are acceptable**
  
- **Promotion Effective Date**
  - **Date of Completion of TIG or**
  - **Date Approval Authority signs Select List or**
  - **Public Release - whichever is later**
  
- **No Position Vacancy for Col**



U.S. AIR FORCE

# *Ways to get Promoted*

---

- Position Vacancy
- **Mandatory Promotion**



## *Eligibility Requirements*

---

- **One Year on Reserve Active Status List (RASL)**
  - List contains names of all officers in an active status
    - Active duty list counts towards year, if no break in service
- **Remain on RASL until promotion effective date**
  - Assignment to Inactive Status List Reserve Selection (ISLRS) or Retired Reserve removes you from RASL
- **Meet Time in Grade (TIG) requirements**



U.S. AIR FORCE

# Time In Grade



**CY 12**



Promotion to:	TIG	Position Vacancy TIG	
1st Lt	2	N/A	
Capt	2	N/A	
Maj	7	5	
Lt Col	7	5	
Col	4	N/A	

*Fly, Fight and Win...*



## *Promotion Board - Quotas*

---

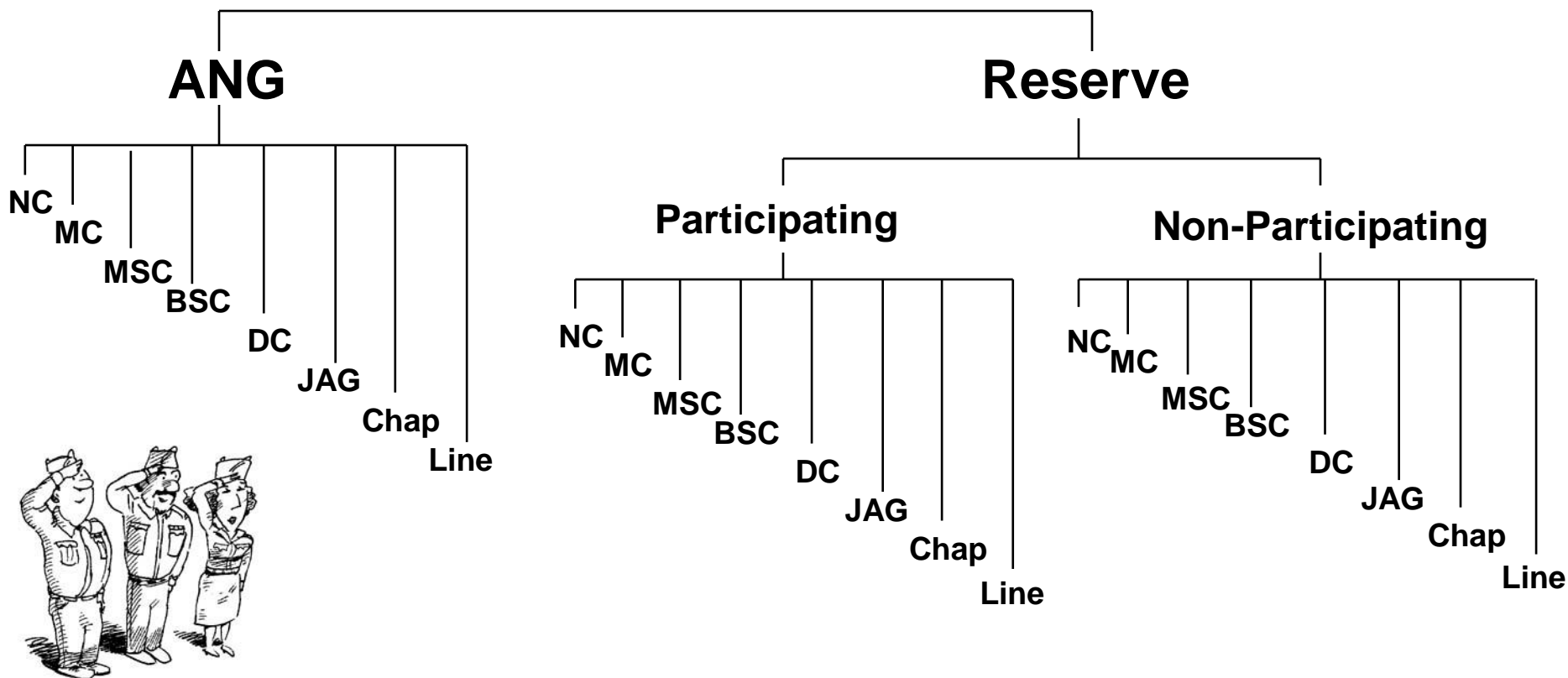
- **Based on 5-year requirements forecast**
- **Can equal 100% of the total eligible**
- **Established by competitive category**
- **Set and approved by SAF prior to each board**



U.S. AIR FORCE

# Competitive Categories

## Air Reserve Component

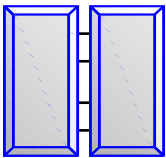


**Separate Categories = Separate Quotas**

*Fly, Fight and Win...*

## No Board for Captains

- Senior rater recommends officers as fully qualified or not fully qualified
- Pin on projected for two years time in grade



### Eligibility Criteria (CY 12 Line/Non-Line Captains)



Board Type	Date of Rank (DOR)	
Air National Guard	1 <sup>st</sup> Half	2 <sup>nd</sup> Half
Mandatory Participating Reserve	31 Mar 11	30 Sep 11
Mandatory Non-Participating Reserve	or earlier	or earlier

# Promotion Board Maj Line Selection Rates



		<b>CY10</b>	<b>CY11</b>	<b>CY12</b>
<b>ANG</b>		<b>91%</b>	<b>90%</b>	
<b>RESERVE:</b>				
<b>UNIT</b>		<b>65%</b>	<b>74%</b>	<b>75%</b>
<b>IMA</b>		<b>62%</b>	<b>62%</b>	<b>68%</b>
<b>AGR</b>		<b>50%</b>	<b>100%</b>	<b>83%</b>
<b>Participating IRR (Cat E) – Non-Selected Reserve</b>		<b>60%</b>	<b>41%</b>	<b>57%</b>
<b>Participating Reserve Total</b>		<b>63%</b>	<b>73%</b>	<b>72%</b>
<b>Non-Participating (S7)</b>		<b>.001%</b>	<b>.001%</b>	<b>.001%</b>

# Promotion Board Maj Non-Line Selection Rates



	CY10		CY11		CY12	
Health Professions:	<u>ANG</u>	<u>USAFR</u>	<u>ANG</u>	<u>USAFR</u>	<u>ANG</u>	<u>USAFR</u>
Dental Corps	100%	80%	100%	64%		80%
Medical Corps	100%	71%	100%	73%		76%
Nurse Corps	85%	55%	75%	60%		59%
Medical Service Corps	90%	79%	86%	84%		74%
Biomedical Sciences Corps	85%	63%	94%	65%		79%
Line – Judge Advocate	100%	74%	100%	70%		79%
Chaplain	33%	78%	63%	82%		89%

# Promotion Board

## Maj Line Position Vacancy



		<b>CY10</b>	<b>CY11</b>	<b>CY12</b>
<b>RESERVE:</b>				
<b>UNIT</b>		<b>32%</b>	<b>52%</b>	<b>65%</b>
<b>IMA</b>		<b>28%</b>	<b>60%</b>	<b>53%</b>
<b>AGR</b>		<b>77%</b>	<b>70%</b>	<b>100%</b>
<b>PV LINE TOTAL:</b>		<b>34%</b>	<b>57%</b>	<b>62%</b>

# Promotion Board Maj Non-Line Position Vacancy



		<b>CY10</b>	<b>CY11</b>	<b>CY12</b>
<b>Health Professions:</b>				
<b>Dental Corps</b>		-	-	-
<b>Medical Corps</b>		<b>100%</b>	-	<b>100%</b>
<b>Nurse Corps</b>		<b>71%</b>	<b>100%</b>	<b>100%</b>
<b>Medical Service Corps</b>		<b>63%</b>	<b>100%</b>	<b>100%</b>
<b>Biomedical Sciences Corps</b>		<b>75%</b>	<b>100%</b>	<b>100%</b>
<b>Line – Judge Advocate</b>		-	<b>100%</b>	<b>100%</b>
<b>Chaplain</b>		-	<b>80%</b>	-

# Promotion Board Lt Col Non-Line Selection Rates



	CY09		CY10		CY11	
Health Professions:	<u>ANG</u>	<u>USAFR</u>	<u>ANG</u>	<u>USAFR</u>	<u>ANG</u>	<u>USAFR</u>
Dental Corps	100%	50%	75%	71%	67%	50%
Medical Corps	80%	67%	73%	72%	82%	74%
Nurse Corps	77%	51%	76%	51%	78%	51%
Medical Service Corps	80%	62%	83%	56%	75%	64%
Biomedical Sciences Corps	80%	35%	75%	34%	75%	35%
Line – Judge Advocate	78%	52%	83%	45%	83%	47%
Chaplain	75%	50%	80%	33%	83%	62%

# Promotion Board Lt Col Line Position Vacancy



		<b>CY09</b>	<b>CY10</b>	<b>CY11</b>
<b>RESERVE:</b>				
<b>UNIT</b>		<b>40%</b>	<b>38%</b>	<b>47%</b>
<b>IMA</b>		<b>53%</b>	<b>33%</b>	<b>29%</b>
<b>AGR</b>		<b>33%</b>	<b>67%</b>	<b>67%</b>
<b>PV LINE TOTAL:</b>		<b>45%</b>	<b>41%</b>	<b>42%</b>

# Promotion Board

## Lt Col Non-Line Position Vacancy



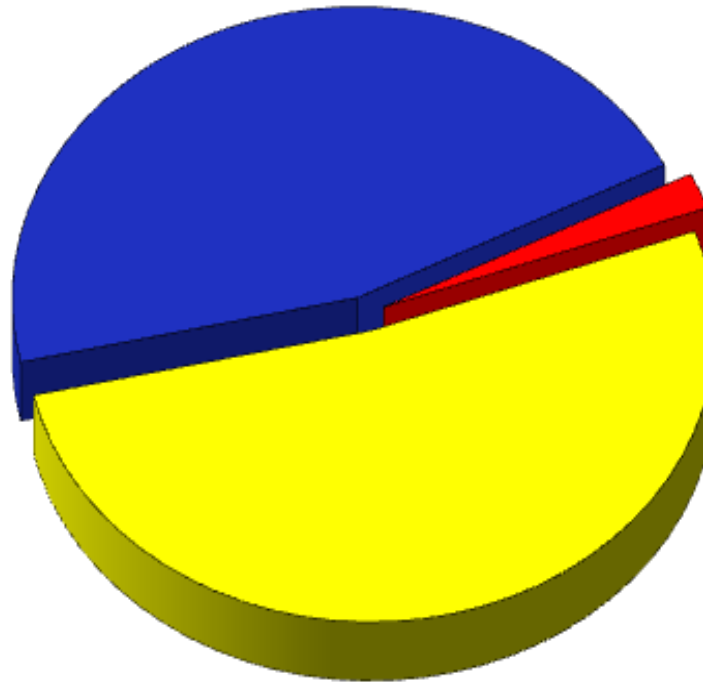
		<b>CY09</b>	<b>CY10</b>	<b>CY11</b>
<b>Health Professions:</b>				
<b>Dental Corps</b>		<b>100%</b>	<b>-</b>	<b>100%</b>
<b>Medical Corps</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Nurse Corps</b>		<b>69%</b>	<b>100%</b>	<b>100%</b>
<b>Medical Service Corps</b>		<b>50%</b>	<b>25%</b>	<b>60%</b>
<b>Biomedical Sciences Corps</b>		<b>67%</b>	<b>100%</b>	<b>100%</b>
<b>Line – Judge Advocate</b>		<b>100%</b>	<b>67%</b>	<b>100%</b>
<b>Chaplain</b>		<b>100%</b>	<b>50%</b>	<b>-</b>



## 922 Line Majors



**422**  
**Promotes**  
**46%**



**88**  
**Do Not**  
**Promotes,**  
**Not**  
**Required/**  
**Received...**

**450**  
**Definitely**  
**Promotes**  
**49%**

## 364 Promoted

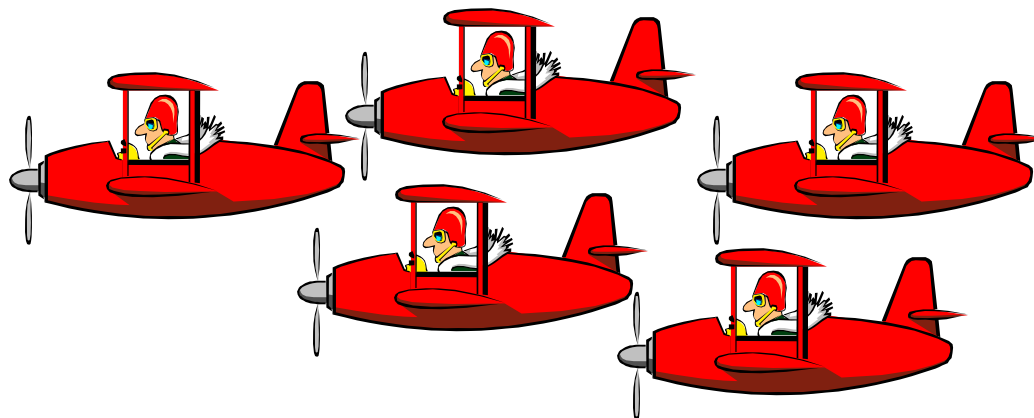


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# Promotion Board Lt Col CY 11 PRFs



450 “DPs”

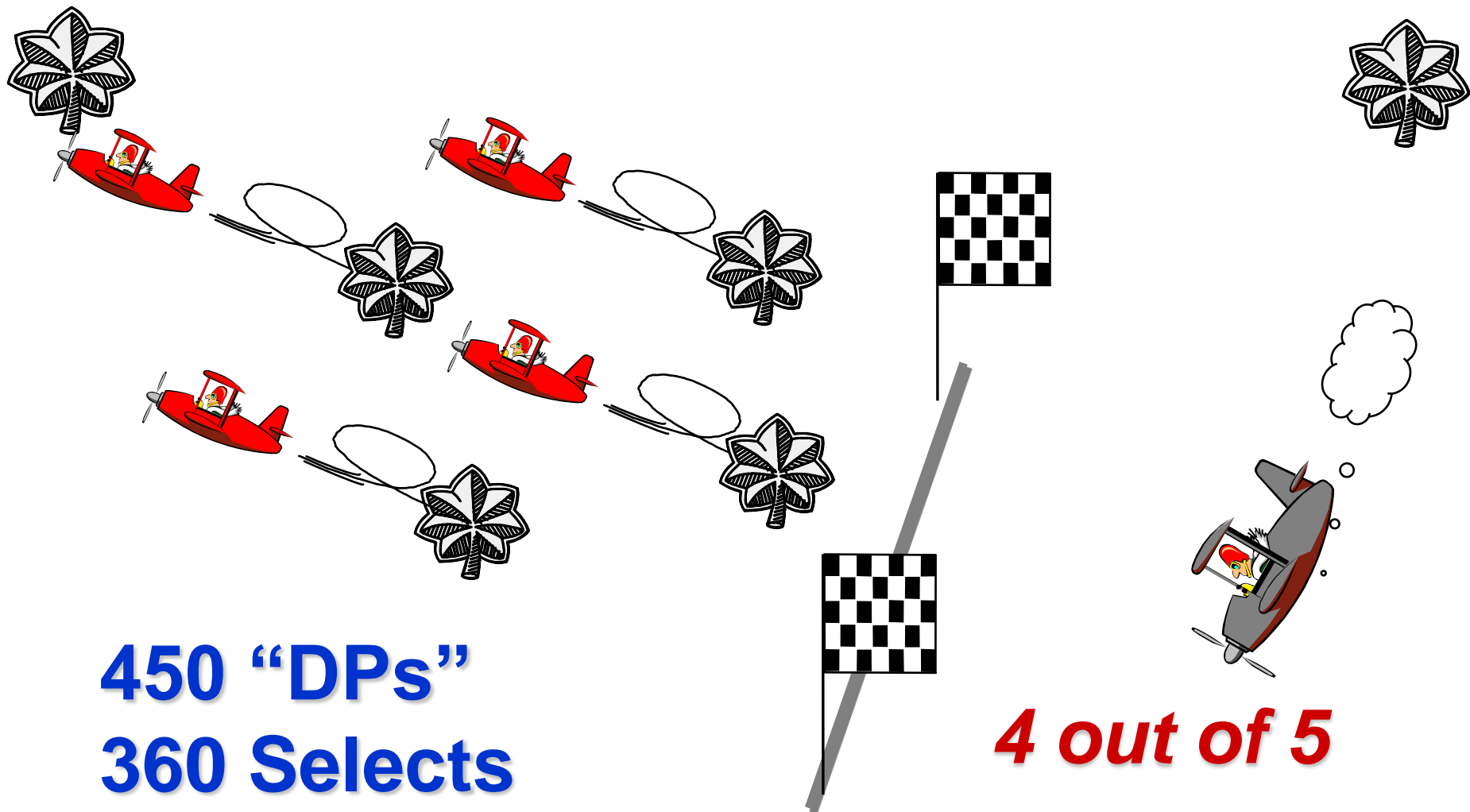


*Fly, Fight and Win...*



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# Promotion Board Lt Col CY 11 PRFs



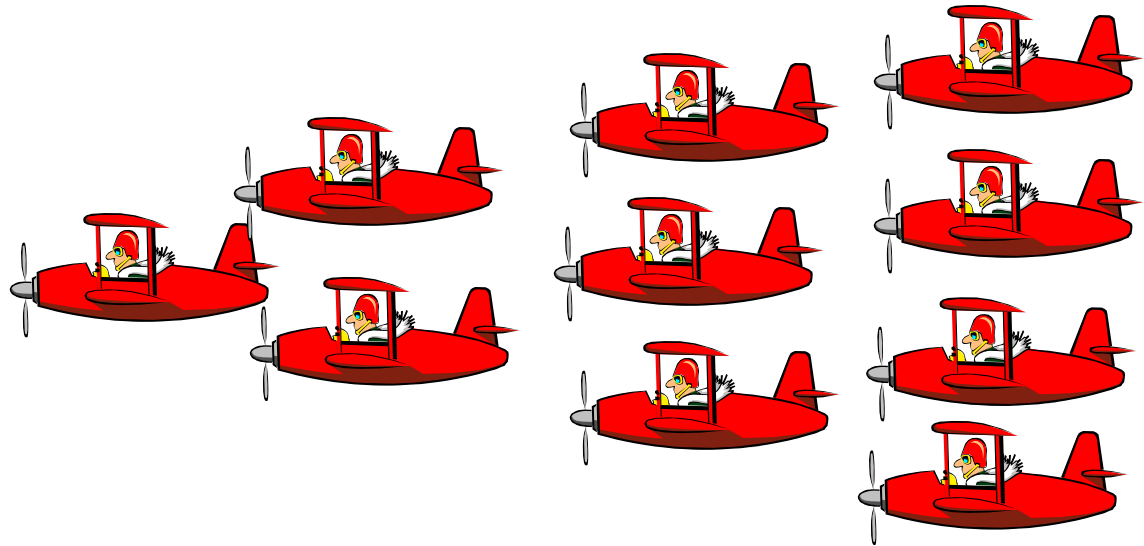
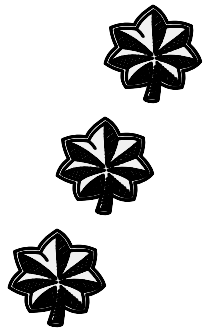
450 "DPs"  
360 Selects

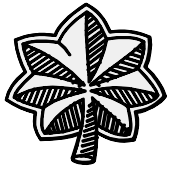
4 out of 5

*Fly, Fight and Win...*

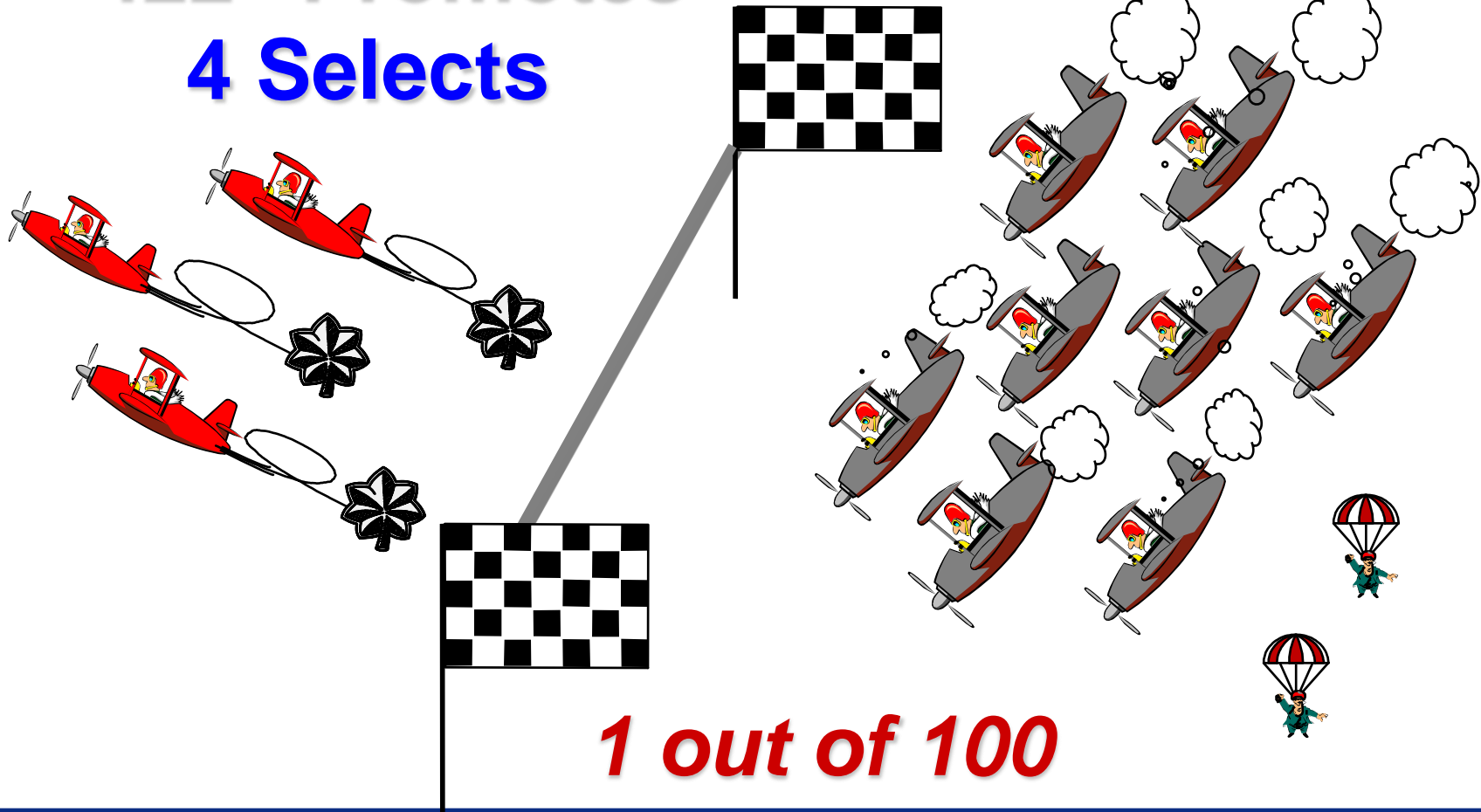


422 “Promotes”





**422 “Promotes”  
4 Selects**



**1 out of 100**



U.S. AIR FORCE

# Promotion Board Col Line Selection Rates



		<b>CY09</b>	<b>CY10</b>	<b>CY11</b>
<b>UNIT (Reserve)</b>		<b>8%</b>	<b>10%</b>	<b>10%</b>
<b>IMA</b>		<b>9%</b>	<b>17%</b>	<b>17%</b>
<b>AGR</b>		<b>26%</b>	<b>34%</b>	<b>46%</b>
<b>Participating IRR (Cat E)</b>		<b>2%</b>	<b>6%</b>	<b>4%</b>
<b>Participating Reserve Total</b>		<b>9%</b>	<b>13%</b>	<b>13%</b>
<b>Non-Participating (S7)</b>		<b>8%</b>	<b>0%</b>	<b>5%</b>



U.S. AIR FORCE

# Promotion Board Col Non-Line Selection Rates



		CY09	CY10	CY11
<b>Health Professions:</b>				
<b>Dental Corps</b>		<b>10%</b>	<b>16%</b>	<b>12%</b>
<b>Medical Corps</b>		<b>12%</b>	<b>12%</b>	<b>10%</b>
<b>Nurse Corps</b>		<b>5%</b>	<b>7%</b>	<b>13%</b>
<b>Medical Service Corps</b>		<b>5%</b>	<b>8%</b>	<b>19%</b>
<b>Biomedical Sciences Corps</b>		<b>6%</b>	<b>8%</b>	<b>11%</b>
<b>Line – Judge Advocate</b>		<b>4%</b>	<b>8%</b>	<b>16%</b>
<b>Chaplain</b>		<b>6%</b>	<b>27%</b>	<b>29%</b>



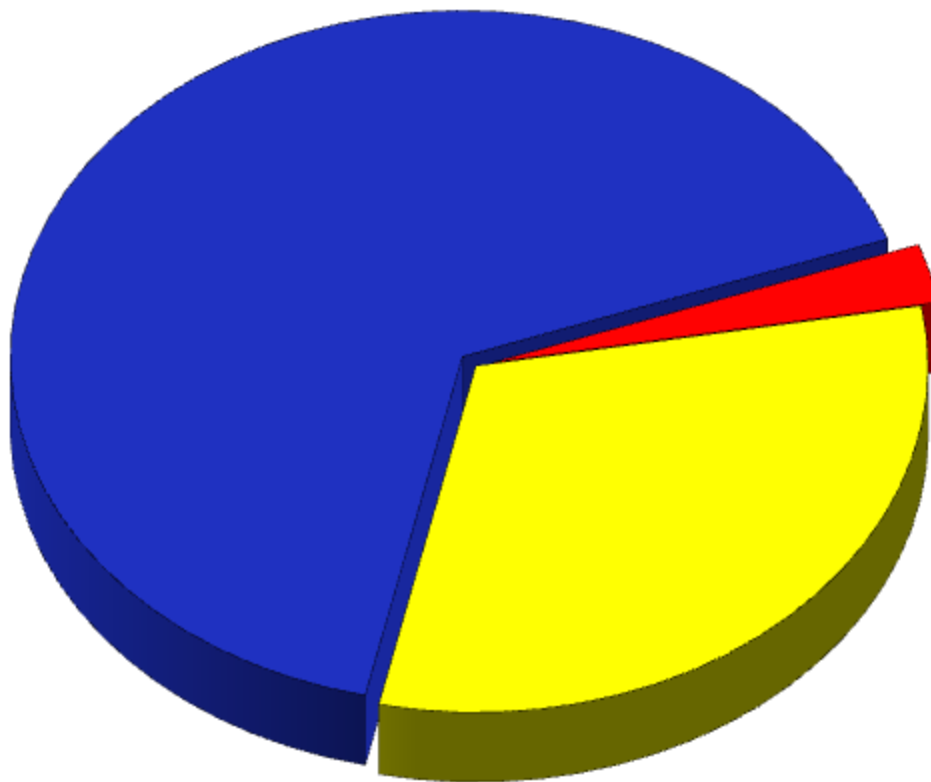
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# Promotion Board Col CY 11 PRFs



**1,502 Line Lt Cols**

**1104  
Promotes  
74%**



**67  
Do Not  
Promotes,  
Not  
Required/  
Received  
4%**

**331  
Definitely  
Promotes  
22%**

**196 Selected**

*Fly, Fight and Win...*



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# Promotion Board Col CY 11 PRFs



331 “DPs”

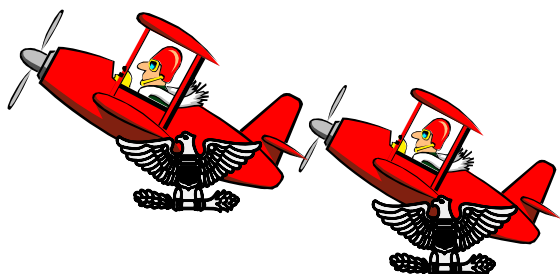


*Fly, Fight and Win...*

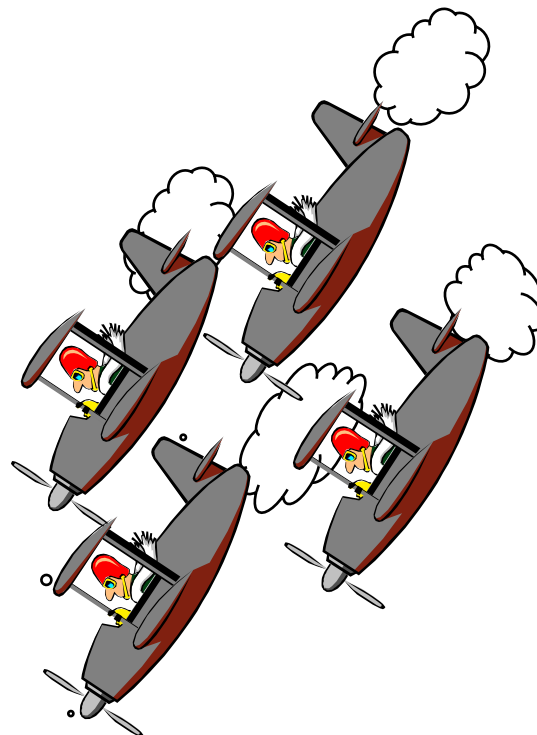
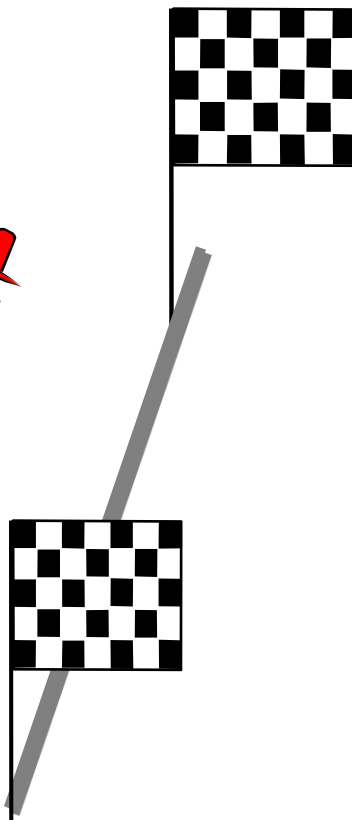


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# Promotion Board Col CY 11 PRFs



**331 "DPs"**  
**195 Selects**



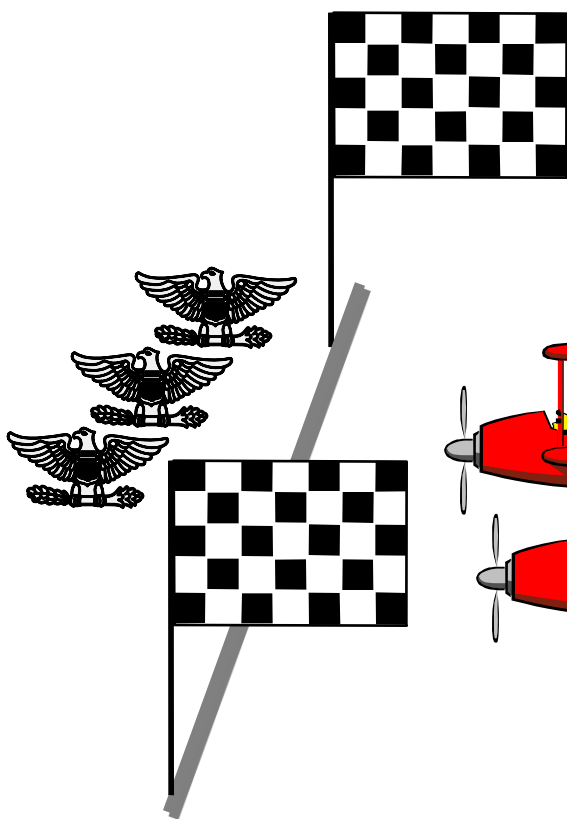
**6 out of 10**

*Fly, Fight and Win...*

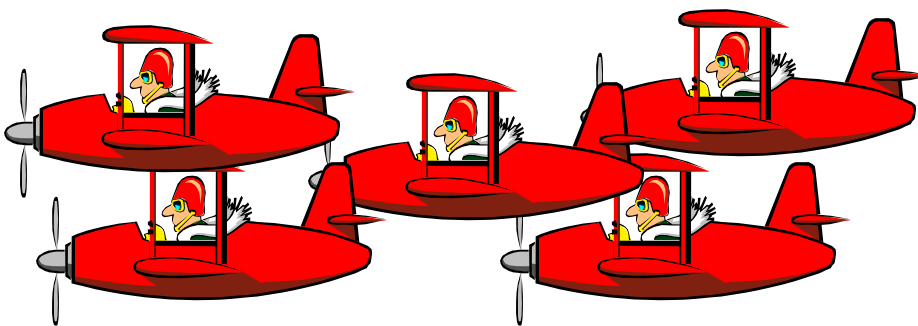


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# Promotion Board Col CY 11 PRFs



## 1104 “Promotes”



*Fly, Fight and Win...*

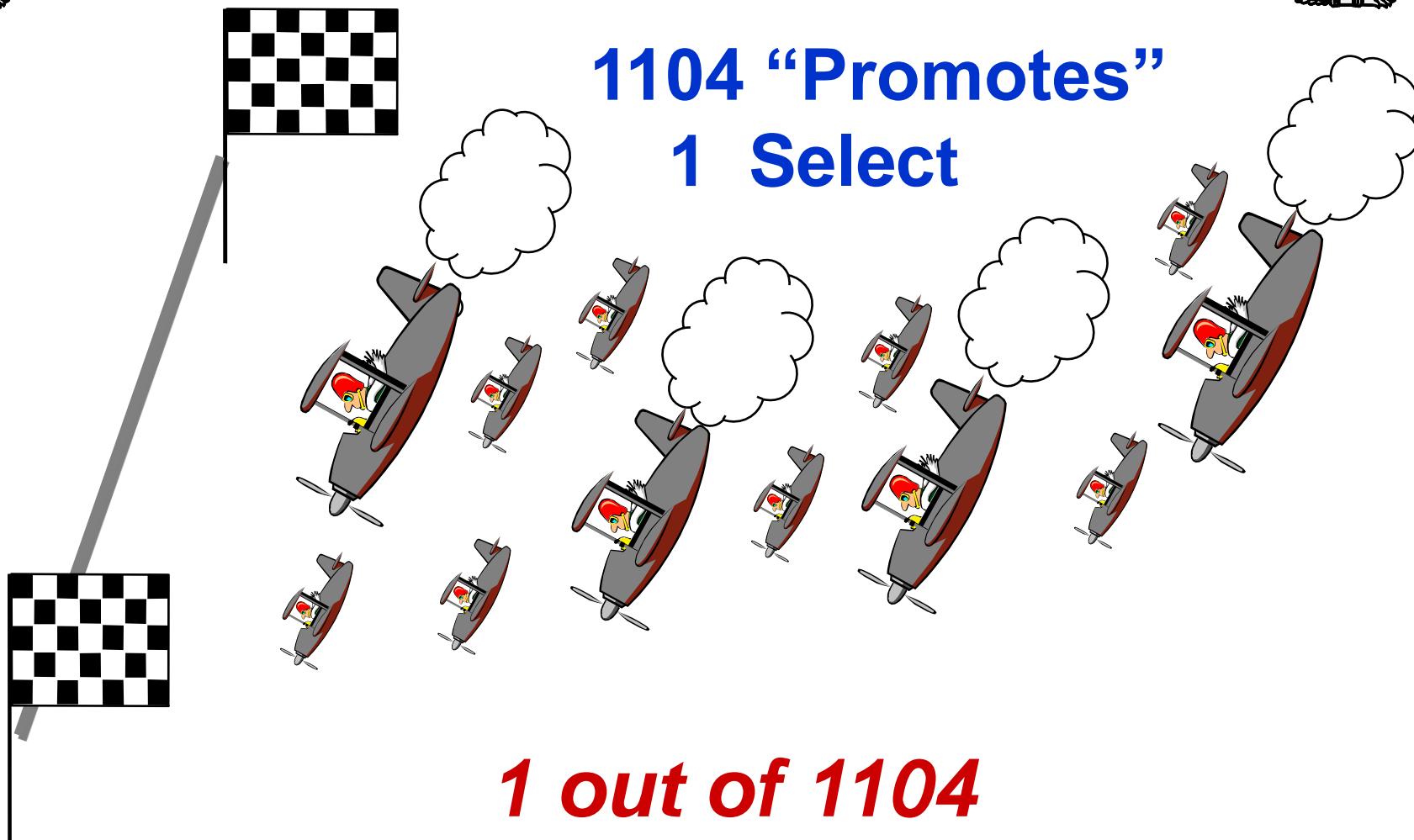


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# Promotion Board Col CY 11 PRFs



**1104 “Promotes”  
1 Select**



**1 out of 1104**

*Fly, Fight and Win...*



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# Promotion Board Col CY 11 Line Selection Factors



	<u>Considered</u>	<u>Selected</u>	<u>%</u>
DPs	331	195	59%
DP+SDE	312	195	63%
DP+SDE+Masters	230	157	68%
DP+SDE+Deployed + Command Exp.	68	63	93%

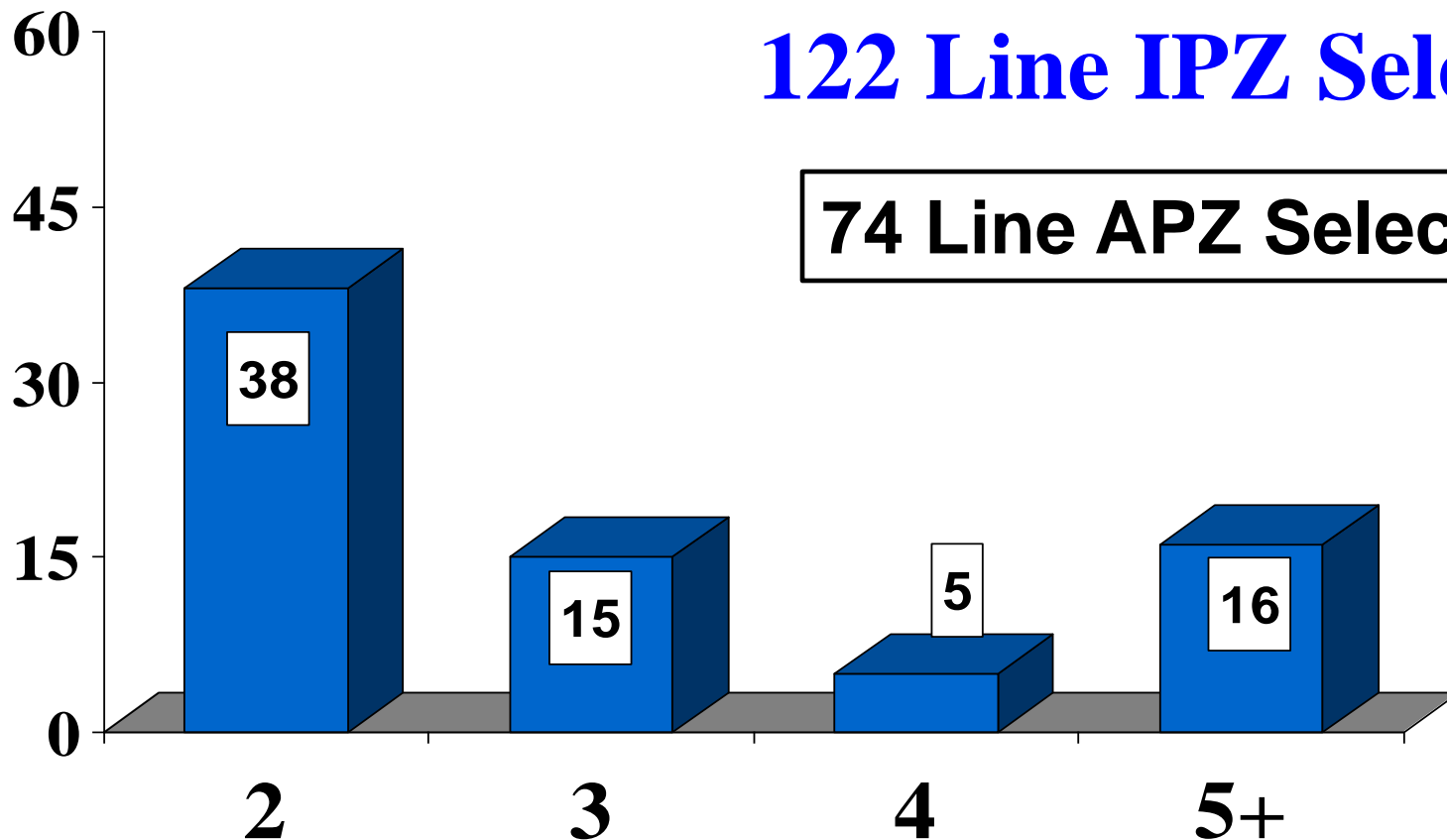


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# Promotion Board Col CY 11





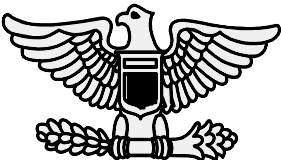
## Number of Tries to Colonel





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# Promotion Board Schedule CY12

Promotion Board	Air Force Reserve	Air National Guard
	23 Jan 12 CY11	30 Apr 12 CY12
	4 Jun 12 CY12	
	15 Oct 12 CY12	12 Mar 12 CY12A  10 Sep 12 CY12B

*Fly, Fight and Win...*

- **On AFPERs under AF Reserve/Officer/Promotions**

**Log in to AF Portal then click on AF Personnel Services**

<https://gum-crm.csd.disa.mil/app/login/redirect/home/session/L3NpZC9HMzJLZVJSaw>

- **Broken out by competitive category**
- **Particular board data points**
- **Eligible vs selected officers**
  - **“Whole-person” factors**
    - **PRF Rating**
    - **Current OPR**
    - **Satisfactory Participation**
    - **Developmental Education**
    - **Awards**



## Mandatory Separation Date

- Reserve Active Status List (RASL) maximum allowable years varies by grade, age, and years of service
- MSD is based on commissioned service, not satisfactory service used for retirement
- MSD waivers for Non-Line Officers only
  - Medical and Chaplain to age 68

Separation for Length of Service or Age whichever comes first

Grade	Commissioned Service	Max Age
Colonel	30 years	62
Lt Colonel	28 years	62
Major & below	-	62
<i>SAF approval is required to receive Credit for service/points past the date you qualified for retired pay</i>		

## ***Mandatory Separation Date For ARTs***

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- **Computation of MSD for service and age are computed the same as for every officer**
  - MSD is based on length of service or age 62, whichever is earlier
  - SAF waiver required for service and points past age 60
- **AFRC/CV may approve extensions past the MSD under Title 10, U.S.C., Section 14702 (delegated SAF approval)**
  - Technicians retained under 14702 having reached an MSD prior to age 60, must be removed from the RASL at age 60
- **Special rules apply for CSRS and FERS; contact your civilian personnel office for civil service rules and questions**



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## *Passed Over Twice & Your MSD*

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### **Passed Over Twice When in the grade of:**

### **Date of Separation:**



**Lt to Capt**

- **1<sup>st</sup> day of 7th month after promotion board approval**



**Capt to Maj**

- **1st day of 7th month after promotion board approval**



**Maj to Lt Col**

- **1st day of the month following the month when the officer completes 20 years of commissioned service or 1st of the 7th month after promotion board approval whichever is later**

- **Officer continuation in selected career fields to meet the needs of the Air Force Reserve**
- **Each board different**
  - **SAF determines eligibles and length of continuation prior to each board**
    - **Selected Reserve Officer**
    - **Specified AFSCs**
    - **2x deferred for promotion to Maj/LtCol**



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# *Selective Continuation Board*

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- **Meet eligibility requirements = Meet board**
- **No quota – 100% opportunity – Yes/No Vote**
- **Your commander can non-recommend you for continuation**
- **Continued officers may meet future promotion boards**
- **Officers declining continuation status will be separated or retired**



# *Board Volunteer Opportunities*

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- **Administrative Assistant (Lt Col & Below)**
  - **ARPC homepage/Promotions/Resources/Information Links/Board Member & Admin Assist Volunteer Information**
  - <http://www.arpc.afrc.af.mil/shared/media/document/AFD-101208-030.pdf>
  
- **Board Member (Colonels only)**
  - **ARPC homepage/Promotions/Resources/Information Links/Board Member & Admin Assist Volunteer Information**
  - <http://www.arpc.afrc.af.mil/shared/media/document/AFD-101208-030.pdf>
  
- **Board Member (GOs)**
  - **AF/REG: DSN 224-5384**



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***Questions?***